

SR objectives for Clipper Interall

Since Clipper Interall also has the production part of our organization within its brand, we want to make a separation between the more commercially oriented CSR objectives and the supply chain oriented CSR objectives. For the commercial side we look towards the products we source and our suppliers, for the supply chain side we look at our production process and where we can improve related to our CSR objectives.

CSR objectives for commercial side of Clipper Interall

• Social compliance

All tier 1 suppliers in risk countries (according to BSCI) need to comply with our Code of Conduct, to ensure acceptable labour circumstances.

The KPI for this objective is measured by the percentage of tier 1 suppliers in risk countries, subscribing our Code of Conduct.

• Compliant products

Avoiding delivery of non-compliant products to the market, endangering consumer safety and damaging the image of our customer, our organization and our industry.

The KPI for this objective is measured by the percentage of compliant products, imported from outside the EU and shipped to our customers.

• Sustainable products

Since the addition of Interall to Clipper, the part of our assortment which is sustainable has grown significantly. This is a road we have chosen carefully but also with full conviction since we truly believe this is the way forward for our branch. When managing our assortment, it is part of the process to check if a product can be made from sustainable raw materials. This is done for both new, but also existing products. The end goal we have now is to have 80% of our assortment existing of sustainable products by 2030.

At Clipper Interall we define sustainable as:

- Easily recyclable or biodegradable.
- Use of sustainable resources.
- Made of recycled materials.

The KPI for this objective is measured by the percentage of sustainable products in our base assortment.

• Turnover from sustainable products

While adding more and more sustainable products to our assortment we also want to make sure that this results in shifting our turnover more to sustainable products. We do this by offering sustainable products if possible with every regular product in our webshop. And also by training and educating our sales colleagues about our sustainable assortment.

The KPI for this objective is measured by the percentage of turnover in sustainable products (25% in 2024)

- **Full container import from non-EU countries**

A great part of our assortment comes from non-EU countries and needs to be imported. We try to do this in the most efficient way, by making sure we always import full containers.

The KPI for this objective is measured by the percentage of full containers we ordered from non-EU suppliers

- **Packaging material from recycled sources for non-EU imported products**

Of course we want to use as little as possible packaging materials for our products. But since we want our products to arrive with us and our customers undamaged, we sometimes need to take precautions and pack our products carefully. We strive to having all packaging materials come from recycled sources.

Since this is impossible for us to measure with the current information we have, we will keep this objective in our list until all our products from non-EU suppliers are packed in materials from recycled sources.

- **Create insights on CO2 emission during production process of our products and the transportation**

We know how much CO2 we emit during our own production process, but we do not make our products ourselves this is done elsewhere. The same goes for the transportation of our products, whether it is incoming or outgoing. We want to create more insights on the CO2 emission which takes place during these processes, so we have better understanding and can see whether improvements can be made to lower these emissions. Or if we can compensate for these emissions. When we have the insights it will be possible for us to make next steps on this topic.

The goal for this objective is to get these figures above the table. Since we need help of our suppliers in this and it is the first time we are asking them for this information, we will evaluate next year to see which KPI could be set for this objective.

CSR objectives for supply chain side of Clipper Interall

• Social Return

As part of a larger community we find it very important to give opportunities to people with a distance to the job market. For more than 20 years already we have a close cooperation with the Senzer Group which helps these people find their place in the job market. We value these colleagues very much and they are completely part of the Plato Group family.

The KPI for this objective is measured by the % of people (with a distance to the job market) working in the supply chain.

• Replace packaging materials to materials from recycled sources

In 2022 a green check was performed on the packaging materials which are used. This resulted in recommendations to which kind of packaging materials we could switch. Over the course of 2023 various tests will take place in which we are going to see if the suggested materials can deliver the same value to us.

When this result is positive the transition will be made.

The goal for this objective is not measurable at this moment. We will keep this objective in our list until all packaging material is replaced by material from recycled sources.

• Reduce CO2 emissions by means of transport for both inbound and outbound transport

Selecting the suppliers that match the goals Plato Group has on environmental aspects is key for this objective. The transporters we are using now all do have options either to lower the emissions or to compensate the emission. We are in the process of deciding which option will suit us best. Getting insights on the emissions will be a first step.

Before setting a KPI getting insights will be the first step.

• Maintain and execute on multi-year maintenance plan for both property and machinery

Many elements of the maintenance plan have an indirect effect on various environmental aspects. As an example the sprinkler installation will help in mitigating a fire if such an event should occur, therefore we need to make sure that the UPD is in place and up to date. Other aspects which we could mention are the certifications on our machinery for example which ensure the safety of this machinery.

There is no KPI to be set, but we this will be taken into account with the internal audits.

• Lower emission of waste through the water

Over the course of 2023 the screen washing installation will be replaced. This new machine uses less water, and also has the newest technology and filters integrated which will lower our emissions into the sewer.

There is no KPI set for this objective, but 4x a year the waste water coming from this installation is checked by an external agency.

• Continuous improvement on working conditions

This is also partly the result of the risk inventory and evaluation but also part of the way we want to be working. We want to ensure the safest working environment for our colleagues possible.

One of the things we will be doing for this, this year is adding fume cabinets so if certain fumes might arise these are not spread through the production facility.

There is no KPI set for this objective.

CSR performance indicators KPI	2021	2022	2023
Commercial			
Social compliance	90%	90%?	90%
Compliant products	100%	100%?	100%
Sustainable products	10%	15%	25%
Turnover from sustainable products	10%	15%	20%
Full containers imported from non-EU	95%	95%	95%
Supply chain			
Social return	20%	25%	25%

Certificates and memberships Name	Type	Description
ISO 9001	Certificate	Certified quality management system compliant with ISO 9001.
ISO 14001	Certificate	Certified environmental management system compliant with ISO 14001
Ecovadis (Gold level)	Certificate	CSR cooperation platform in which customers can evaluate their suppliers.
SEDEX PSI	Membership	The PSI is the international network of the promotional product industry.
2FPCO	Membership	2FPCO is the French branch organization for the promotional products industry.
FYVAR	Membership	FYVAR is the Spanish branch organization for the promotional products industry.
GRS.GOTS,RCS and FSC	Certificate	